



March 3, 2023

INFORMATION ACTION

SUBJECT: DISCUSSION TO INFORM THE STRATEGIC DIRECTION OF FIRST 5 CALIFORNIA AND BUILD RELATIONSHIPS THAT SUPPORT FUTURE ACTIONS

SUMMARY OF THE ISSUE

The Retreat will provide an opportunity for Commissioners to inform the strategic direction of First 5 California (F5CA) and build relationships that support future actions.

As such, the objectives of the Retreat include the following:

- Build an understanding of and contribute to defining goals, values, and expectations for 2023 and beyond.
- Build relationships among Commissioners that will support ongoing collaboration and alignment.

In a discussion facilitated by Sonjhia Lowery from Nicole Anderson and Associates Consulting, LLC, Commissioners will engage in the following conversations:

- **Conversation #1 Recentering around The “Why” of the Governance Team**
 - Building safe space/working agreements
 - Sinek’s Golden Circle overview (**Why**, How, What)
 - Team building activity
 - First 5 journey
 - [Guiding documents](#) and core values
- **Conversation #2 Role/Expectations of The Governance Team**
 - Sinek’s Golden Circle overview (Why, **How**, What)
 - First 5 Governance roles and responsibilities, norms, and protocols
 - Expectations activity
 - Implications for bylaws/handbook, team commitments

- **Conversation #3 Effective Governance Practices**
 - Sinek’s Golden Circle overview (Why, **How**, What)
 - Effective governance practices overview
 - [Governance assessment tool](#) review
 - Reference [Engaging Boards Toolkit](#)
 - Governance priorities

- **Conversation #4 Governance Work with a Systems Lens**
 - Sinek’s Golden Circle overview (Why, **How**, What)
 - Systems approach to addressing equity for children and families
 - [Water of Systems Change article](#) discussion and connection
 - Monitoring effectiveness and impact of First 5 work
 - Change management findings overview/connections (qualitative data)

To conclude, Ms. Lowery and Commissioners will discuss next steps/commitments:

- Recap of “Why, How, What” of the Governance Team
- 4 agreements reflection
- Reflect on identified objectives of the day
- LEAD Reflection Activity (Learn, Emotions, Ask, Do)
- Future workshop/study session topics:
 - Identifying Key Priorities
 - Data savvy
 - Effective Governance Practices (assessment tool)

SUMMARY OF PREVIOUS COMMISSION DISCUSSION AND ACTION

The Commission met in April 2019 to approve the current 2019–2024 Strategic Plan. With previous strategic plans, the Commission has come back at various points during the lifetime of those plans to assess the direction and to provide input to F5CA staff on what projects, efforts, or refinements they would like to see moving forward.

Retreats have previously been held on June 22, 2020 (Budget Retreat), April 1, 2021, and May 31, 2022 (Budget Retreat).

ATTACHMENTS

- A. Variety of [resources](#)